

PT-8

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POST DIFFERENTIAL AND DANGER PAY (Foreign Areas)

Post Differential

☐ **References:**

- ◆ 5 U.S.C. 5925
- ◆ Department of State Standardized Regulations (DSSR), Chapter 500
- ◆ DoD Civilian Personnel Manual, 1400.25-M, Subchapter 1250

☐ **Definition:**

Additional compensation of 10, 15, 20, or 25 percent over basic compensation granted to employees at posts when conditions at that post involve extraordinarily difficult living conditions, excessive physical hardship or notably unhealthy conditions. Living costs are not considered in differential determination.

☐ **Post:**

The place designated as the official station. Post does not include territorial waters or coastal areas near the post.

☐ **Who Receives Differential:**

- ◆ Full-time U.S. citizen employees who are entitled to Living Quarters Allowance (LQA). In the case of married couples, both may receive post differential if both were recruited in the United States even though only one spouse is receiving LQA. (Part-time and intermittent employees are not eligible.)
- ◆ U.S. citizen employees who are stationed in the United States but who are on extended detail to the post where the differential is granted.
- ◆ Temporary employees who are appointed on a full-time basis.

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❑ When Differential Starts:

- ◆ Date employee arrives at Post or date employee entered on duty if recruited locally (local hires must be eligible for LQA).
- ◆ For employees on detail, they must have served for a 42-day period at one or more posts where a post differential (either foreign or non-foreign) has been authorized.
- ◆ The effective date for which the post is classified for a differential.

❑ When Differential Ends:

- ◆ The effective date the differential is terminated in the DSSR.
- ◆ The date employee begins travel to depart the post at the end of the assignment or the end of the detail.
- ◆ The date the employee leaves the post due to evacuation.
- ◆ The date of separation if the employee separates in the foreign area.
- ◆ The date the employee departs the post for leave in the United States (except if leave is taken in a foreign area en route to the United States, post differential ends when the employee arrives in the United States. Post differential does not stop if leave is taken in a foreign area provided the leave does not last for more than 42 consecutive days.

NOTE: Post differential may be continued for up the first 42 consecutive days if an employee is temporarily absent from the post except for leave in the U.S. or evacuation.

❑ Payment:

- ◆ Paid bi-weekly with regular salary. Computed as a percentage of the employee's basic pay excluding allowances, differentials or other additional compensation.
- ◆ Post differential plus salary may not exceed the annual salary established for Executive Level II.
- ◆ Does not count as an equivalent increase for within-grade increase purposes.

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- ◆ If an employee is eligible for a non-foreign allowance or differential and is detailed to a foreign area where there is a post differential, the maximum amount the employee may receive is 25 percent of basic salary.

Danger Pay

☐ **References:**

- ◆ 5 U.S.C. 5928
- ◆ DSSR Chapter 650
- ◆ CPM Subchapter 1250

☐ **Definitions:**

Danger pay for is available under two separate authorities:

An allowance of 15, 20 or 25 percent of basic pay (excluding all allowances, differentials or other additional compensation) when established by the Secretary of State when, *and only when*, civil insurrection, civil war, terrorism or wartime conditions threaten physical harm or imminent danger to the health or well being of a majority of employees officially stationed or detailed at a post in a foreign area. (See DSSR 652 f.)

An allowance of \$150.00 per month that may be granted to civilian employees who accompany U.S. military forces designated by the Secretary of Defense as eligible for imminent danger pay when authorized by the Secretary of State. Danger pay under this authority may not be paid during any period of time that the employee receives danger pay under DSSR 652 f. or post differential that would duplicate political violence credit. (See DSSR 652 g.)

✓ *NOTE: Only the Secretary of State may authorize danger pay. Danger pay under DSSR 652 g. may be authorized when requested by the Secretary of Defense.*

☐ **Eligibility:**

All U.S. citizen employees who are assigned to the post or on detail (including temporary duty (TDY)) for at least 4 cumulative hours. Danger pay is paid to full-time, part-time, temporary, and intermittent employees.

☐ **Danger Pay Starts:**

On the date of designation by the Secretary of State or the date of arrival for employees entering a post where danger pay is in effect.

☐ **Danger Pay Ends:**

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On the day the designation is removed by the Secretary of State or the date of departure from a post for any reason.

☐ **Payment:**

- ◆ Paid the same way as post differential
- ◆ Danger pay is not subject to the Executive Level II cap (*However, both post differential and danger pay are subject to the aggregate limitation on pay in 5 CFR Part 530, Subpart B*)
- ◆ Does not count as an equivalent increase for within-grade increase purposes.

Relationship Between Post Differential and Danger Pay
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Post differential may include hardship attributable to political violence. Therefore, when conditions worsen to the point the Secretary of State authorizes a danger pay allowance, the post differential is normally reduced to avoid dual credit of the political violence. However, employees may receive both post differential and danger pay under DSSR 652 f. if both are authorized. The combination of post differential and danger pay is not subject to the 25 percent limitation.